

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 7, 1997, are as follows: Average increases of 13 cents (1.9 percent) for Level 1 and 14 cents (1.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 1997.

SURVEY SUMMARY BY PAY LEVEL

SURVEY	WEIGHTED		RANGE	
<u>JOB TITLE</u>	<u>MATCHES</u>	<u>AVERAGE</u>	<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	130	6.39	8.92	5.00
CASHIER-CHECKER	96	6.27	7.77	4.75
CUSTOMER SERVICE ASST	35	7.54	10.00	5.36
OFFICE CASHIER	11	8.32	11.20	6.46
TELLER	187	7.60	10.17	6.70
CLERK TYPIST	7	9.80	12.71	7.07
DESK CLERK	98	6.66	9.00	5.75
NF - 2				
HEAD SALES PERSON	31	7.71	10.06	5.50
STORE DETECTIVE	4	10.28	13.01	7.06
HEAD CUSTOMER SVC ASST	5	8.50	11.07	7.51
SECRETARY	41	9.97	12.61	7.91
DATA ENTRY SPECIALIST	17	9.88	11.95	9.25
ACCOUNTING TECHNICIAN	39	9.68	11.93	6.75
NF - 3				
DEPARTMENT MANAGER	32	9.77	10.93	9.36
EXECUTIVE SECRETARY	32	12.62	14.20	11.02
BOOKKEEPER	13	11.86	13.80	10.00

WAGE AREA : #026 Cumberland, ME

ORDER DATE: May 5, 1997

SURVEY : #012/011-18